

On the line

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AN INDEPENDENT COMMUNITY NEWSPAPER

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Editorial

ON THE LINE is an innovation for Kitchener-Waterloo -- a newspaper which will represent the interests of the people of the community.

We've begun this venture out of a concern for seeing justice for workers, farmers, students and youth, the unemployed, consumers, professionals, etc. Most of the news you see in any of the commercial media today deals with the struggle between the ruling class and the working class, between the rich and the poor, between the haves and the have-nots. But the commercial media is owned by the ruling class, and we share the feeling with many in the city that the media has not spoken for the people.

News should be written by and for those who experience it, and by and for those whose legitimate interests are at stake. Thus ON THE LINE will try energetically to become the kind of paper in which those whose voices are never heard can tell things the way they see them.

Right now it is difficult for us to live up to these words, but we are convinced that the people of Kitchener-Waterloo will support a newspaper in which they themselves, can read and write about the things that are important to them. And we are convinced that we will grow, that more and more people from different parts of the city will bring their own stories to the public through a news medium which truly offers them that chance.

At least these are the hopes with which we begin publishing. Obviously ON THE LINE can't become a community newspaper without the community. This means, to put it very simply -- that we need

you. We need you to help us understand and explain how people are affected by the major conditions of life in the 1970's. All of us know that the "progress" of our society masks some extremely critical problems for all of us.

As citizens and consumers, we face chronic inflation, rising taxes, economic insecurity and extreme differences in wealth. We are caught in a spiralling race for "more" which is seldom satisfying, seldom successful, and usually impossible to understand.

Our physical environment gets less healthy year by year, housing for most of us is inadequate, and millions continue to live in poverty. Our resources are given away to large corporations -- mainly American, and few of us see very much of the "industrial development" which this is supposed to bring.

For farmers it is increasingly difficult to grow food with which to feed people and, at the same time, survive economically.

The working man and woman discover that their wages do not keep pace with the cost of living. They discover that "their" government cooperates with the major corporations in trying to keep the unions from gaining strength. They begin to realize that working conditions are no more fulfilling today than in past years.

Finally, this is the world into which young people must try to fit themselves. It is often an extremely unpleasant task, and a growing number of youth agree that the educational system offers little help. Indeed, it seems geared primarily to molding us to fit standardized corporate needs, goals which are hard to accept when it becomes

apparent that those needs must be critically re-examined.

We are not willing to accept these conditions any longer. We are convinced that this is also the feeling of many other individuals and groups in the province. But we also recognize that one of the things which keeps people from demanding a more decent society is their inability to communicate with each other publicly. People today live in isolation from their fellow men, and this makes us anxious and insecure about the validity of our own feelings.

We think it is obvious that Kitchener-Waterloo's present news media cannot even begin to change this situation. Their reporting is clearly biased toward the interests of the big companies and the governmental bureaucracies which serve them. They consistently present the status quo as the only rational society possible. Thereby

they neglect the real concerns of the people, isolate people from each other, and ultimately convince us that we do not really know what our lives are like.

ON THE LINE offers itself as an honest community paper, written, edited, distributed and paid for by the people of Kitchener-Waterloo. It will try to bring the people of Kitchener-Waterloo together, begin to broaden our perspectives, and provide people with a means of discovering that what they have to say is really important.

Our success or failure clearly depends on community participation. We ask for volunteers to help us distribute on the streets and sell subscriptions.

Most important, we ask people to consider ON THE LINE their newspaper, and to bring us stories about the conditions which are crucial to them.

On the line

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Solidarity wins Dare strike

If the first few days of the strike at Dare Biscuits proved anything, it was probably that Dare employees alone can't stop management and the Kitchener police force from breaking a strike.

However with the help of members of several local unions, students and other people from the Kitchener-Waterloo community by mid morning on Friday June 5 the United Brewery local effectively sealed off the plant.

About 25 of the 400 picketers linked arms to barricade the main doors to the plant after police attempted to violently force through company vicepresident Angus Young. In the face of this militancy, after 15 minutes of hair pulling and wrestling the police gave up and Young went home.

He had previously tried to drive through the picket line in his new Mercedes, but was prevented by workers who sat down in front of of the car and refused to move.

Earlier in the morning two women were taken to hospital after being struck by cars ramming through the line. Those two cars and Young's Mercedes were heavily battered by furious strikers.

One man was arrested in another scuffle as police attempted to move six bewildered high school students through the line to work in the factory. Inside they received a cold shoulder from most of the supervisory staff who sympathized with the strikers. (Several foremen got into the plant in the early morning before the picketers decided to let no one in.)

Much of the anger felt by strikers, and perhaps the reason behind the call for mass picketing came from events the previous day:

● an advertisement in the Kitchener-Waterloo Record called for temporary workers at Dare, and specifically asked for students. (No mention was made of the strike). To the strikers it was obvious Dare wanted to break

the strike by hiring scabs to do their jobs. Further, they said that Dare in the past had always refused to hire students for the summer saying they were "useless".

● another woman was injured when a manager gunned his car while passing through the line, which at that time had been letting supervisory personnel through without difficulty.

● a truck entered the plant to take out a load of cookies and narrowly missed a group of small children as it sped through a nearby field to avoid the picket line. Police looked away.

Solidarity among the strikers, and the effectiveness of the large mass of picketers forced company president Clifford Dare to call a period of truce for negotiations. Dare agreed not to hire scabs and not to try to lure strikers back to work if the union would allow all salaried and supervisory personnel across the picket line.

The strike began on May 30 when the union members had unanimously turned down an offer of a 34 cents per hour wage increase.

The wage issue was the main point in the negotiations but several workers on the picket line voiced dissatisfaction with the working conditions. "Working conditions?" said one woman striker, "we're treated like children. Women working on the line have to ask permission to go to the bathroom. It's worse than public school."

Some workers thought that Dare was a bit out of touch with conditions in the plant. A man claimed "Down by oven number five the temperature gets as high as 150 degrees. If Dare was in their instead of driving around in his airconditioned Cadillac you can bet the strike would soon be settled."

After turning down several of the company's offers, an agreement was finally ratified last Thursday. The basic wage of \$2.16 for men was increased 59



Vice-president Young was escorted by Kitchener police to the front door of the Dare plant, but was blocked by a group of about thirty picketers who linked arms on the steps.

cents, and women's wages went up 55 cents from \$1.71. The company also agreed to pay 75 percent of OHSIP and Ontario hospitalization immediately and the remaining 25 percent from January, 1971. Other than one more break per day, no change

was made in working conditions.

Some of the more militant of the Dare workers voiced discontent with the settlement. "We needed 80 cents, nothing more, nothing less", said one worker. "But I guess it was too tough a battle to win. I'll push it

to the hilt next time. As it is, I have to work part time on the side to live".

All the workers generally agreed that solidarity among all the oppressed groups was required if they were to win anything from the owners.

Sunar wins 7 percent

Two weeks of scattered wildcat walkouts, militancy and mass picketing meant more than raises in pay when office workers at Sunar in Waterloo settled June 10.

The workers, members of local 7657 of the United Steelworkers since October 1969, walked off jobs May 25 after 19 meetings with the company reached no agreement. The strike vote was passed by 90 percent of the workers.

For the first three days of the strike both scab office workers and trucks carrying materials were able to cross the picket lines with

the help of local police.

On Thursday May 28 however, production workers wildcatted in support of the office workers, and both scabs and trucks were kept from crossing the lines for two days.

The following Monday, with the plant back at work and scabs working in the office, another meeting took place. This time, Ontario Labour Relations Chief Conciliation Officer, Bill Dickie, William Sutton, vice president of Sunar's parent company, Massey Ferguson, and the USWA district director Larry Sefton were present. Nothing positive happened.

At meetings that Wednesday, workers agreed to drop demands concerning seniority and vacations, on condition that their other demands were met. The demands retained were union security, retroactive pay, and a contract expiring the same day as Sunar production workers. The contract expiry date was considered most important by the strikers. If both office workers and plant workers contracts expire on the same day, they would not be forced to choose between crossing the other employees' picket line or losing a day's pay. With office and plant workers striking at the same time, their power against the company will be doubled.

On Friday, June 5, the plant workers walked off their jobs again. When the scab office workers were leaving, several scuffles broke out between police and picketers. Two of the strikers were arrested bringing the total of the strike to six.

In an effort to intimidate the plant workers the company sent out a letter, dated June 5, threatening the union with a charge of illegal action and pointing out that "...the company has filed a grievance against the Union demanding damages for losses suffered as a result of the breach of the contract and

demanding the immediate return to work of all employees engaged in the illegal strike." Last Wednesday a contract was finally decided upon. Its major points:

o company must pay 100 per cent of OHSIP and Ontario Hospitalization

o a vacation bonus of \$25 to start in 1971

o a flat \$120 retroactive bonus

o a seven per cent wage increase on the date of ratification and an additional three per cent nine months later.

Unfortunately, the key contract expiry issue was lost. The office workers contract expires July 1st, factory workers January 1st.

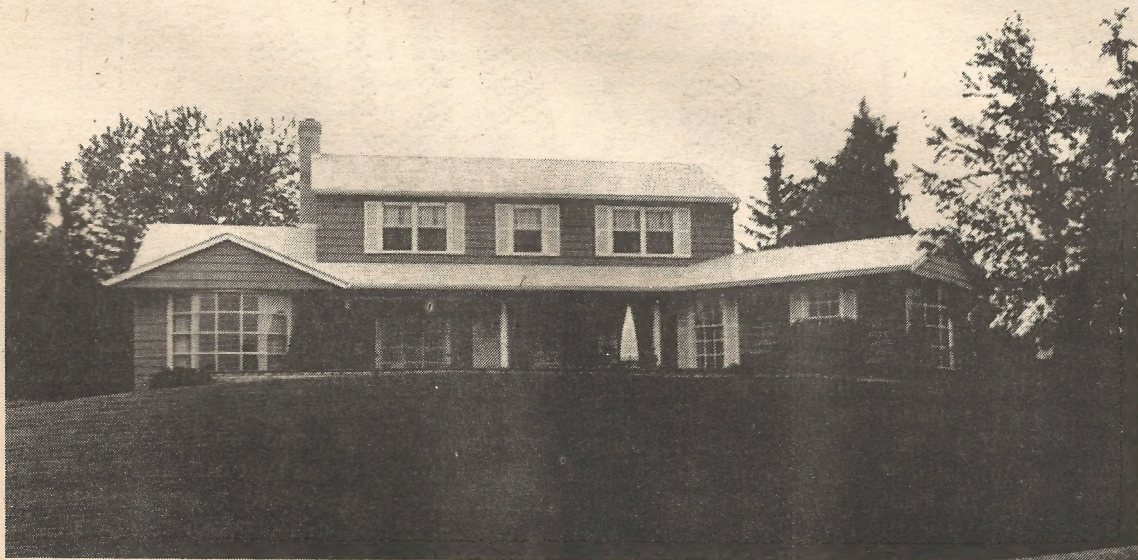
The concept of office workers unionizing is new to the K-W area. The Sunar office workers strike shows two very important points. First, people who do the work in the many company offices of Kitchener-Waterloo have a lot to gain and a lot to struggle for and must unite to make that struggle effective. The second important point is that the plant workers at Sunar supported the office workers' strike. They did this despite loss of pay, legal threats against their union and the knowledge that their wildcat strike would net them nothing as far as immediate benefits were concerned. This

support grows partly out of workers' rejection of scabbing on other workers. But also important in bringing about this support is the growing awareness among workers that they are all on the same side. Working people have been used by the owners to break each others strikes for too long.

At Sunar this new awareness broke down the boundaries between a plant union and an office union. At Dare it discarded the division between unions in two different areas of production.

Let the bosses shudder at this new found strength that working people are finding in solidarity.

University of Waterloo president is alive and well on Westgate Walk



In one of their more generous moments the University of Waterloo's board of governors has purchased a home for incoming administration president Bert Matthews at a cost in excess of \$180,000 with university funds.

The house, formerly owned by the late Murray Snider, is on Kitchener's ultra-exclusive Westgate Walk. Other local czars living on "the Walk" include Clifford Dare, owner of Dare Foods, Carl Pollock, owner of Electrohome, and CKCO-TV, and John Motz, owner of the K-W Record.

When asked to justify the expenditure Matthews stated "I don't justify that any more than I justify my salary. It has to be provided for

entertaining. This is part of the normal arrangement for university presidents."

Student rep on the board of governors, Glenn Berry, stated that there was never any suggestion at any board meeting that a house would be bought. He was surprised "that the university had any money to spend in view of treasurer Bruce Gellatly's statement to the board that Queen's Park is really putting pressure on the universities to cut costs."

Berry surmised that the matter was brought up after he was told to leave the board meeting to allow salaries to be discussed. He could find no allocation in this year's budget for the house.

The six percent guideline a plot against la

PIERRE TRUDEAU AND HIS LIBERAL GOVERNMENT HAVE DECLARED WAR ON ORGANIZED LABOUR. The government is attacking the wage demands of Canadian workers as the main cause of rising prices; It has now firmly established its policy of a six percent ceiling on future contracts with all federal employees.

Earlier this month at a federal-provincial conference in Winnipeg this strategy was broadened. Finance Minister Benson was able to reach an agreement with almost all of the provincial representatives to implement the six percent wage ceiling on future contracts with public employees at all levels of government.

This policy was further clarified in the House of Commons by Prime Minister Trudeau, Finance Minister Benson and Treasury Board President Drury on Wednesday June 9th.

The government said that workers in business and industry would not be subjected to any legal sanctions to force them to accept the six percent guidelines. However, Mr. Benson did say that the government can encourage private enterprise to accept the guidelines by the use of federal contracts, tariffs, taxes and other "instruments of persuasion". Benson also said it would be stringently applied to all civil servants to set "the example—the standards in Canadian employer-employee relations".

If the government were to get away with this proposal the effects could be drastic. Just as in all other times that the government and the business community have pushed our economy into difficulty, it is the working people of Canada that are being forced to make the biggest sacrifices and to pay the highest costs of getting our economy back on the tracks.

The Canadian worker is being forced to fall farther behind in his fight to keep his head above water. Everywhere he sees rising food costs, higher rents more taxes and an endless parade of profit-grabbing by business.

Leonard Woodcock, president of the United Auto Workers, said on June 8th that the notion that labour is causing inflation is nonsense. In fact, "Labour is its victim". The real take home pay of workers has decreased from what it was five years ago.

MPP Leonard Pilkey (NDP-Oshawa) made the same point earlier this month when he said, "labour should make it clear that they will be calling for wage increases to offset higher prices and increase their purchasing power". He stated in a debate in the Ontario Legislature that right now wages are too far behind prices and the higher profit margins built up by management in the 1960's. Besides the economic effect of the six percent guideline, a social effect of strained worker-management relations will evolve.

At the Kitchener-Waterloo district labour council meeting, held Tuesday, June 9th, Richard Gingerich, local spokesman for the Canadian Brotherhood of Railway, Transport and General Workers, said that the guidelines would "make a charade" of collective bargaining.

Yet organized labour's criticisms of the

federal guideline policy has not completely answered the argument of increased inflation put forward by the government. MPP Stephen Lewis may be correct when he says that the wage guidelines were the most savage political cynicism we've seen in Canada since the Second World War". However, the government cynicism is based on the Canadian people's willingness to accept the fairytale explanation given by the present government.

In an encounter with angry auto workers in Talbotville on June 19th, Trudeau once again presented this interpretation. He stated that organized labour's wage demands were responsible for a part of inflation. As a result the Prime Minister said, pensioners are being "screwed".

Trudeau's solution to the inflationary spiral—higher wages creation higher prices and in turn getting more steeper wage demands—is simple. He proposes that for everyone to benefit, unions should ask for the least possible raise. The maximum pay boost should stay below six per cent. However, a more truthful analysis of the process of inflation would lead to a completely different solution.

The first major point to look at is who creates the wealth in this country and how is this wealth shared. Obviously it is the working people of Canada who mine ore, plant the crops, make the steel, produce the machines and the goods and the services that are the real wealth of this country. But when it comes time for labour to collect in wages what they produced in goods and services something funny happens. They only get back part of the wealth they produced.

Sitting on top of them are shareholders and boards of directors who want a cut for doing little more than having their names on some legal documents. Management who might be doing some useful work get wages way out of proportion to their worth. Then the scavengers; the banks and insurance companies want a return on the money they loaned to companies. Needless to say this money comes mostly from depositors—the working people of Canada.

Of course there are many others: Land speculators, all sorts of middlemen and useless advertisers to name just a few.

After all these have taken their slice, the final price of the goods that are produced gets pushed way up. Naturally there is nothing left to do but for labour to ask for more money. But the next thing the worker sees is that all his gains are lost as these parasites raise prices again.

Another part of this process is underproduction. At some point things get so expensive that they cannot be bought. For a man to buy a house today he pretty well has to have an income of \$10,000. That leaves out an awful lot of Canadians. This means fewer houses will be built, resulting in still higher prices for not only new houses but old houses as well.

These problems have to be faced. Prices have to be lowered but the people who make decisions have one other major consideration. How do they keep up the profit margins they are now getting? The answer for them is simple. Keep down wage raises. This will have two effects.

Workers who make things at a lower

wage would produce goods cheaper. Secondly, if wage levels are kept low, and unemployment rises, workers will accept lower wages just to get some food on the table; therefore, wage demands will lessen on their own. This is the policy of Trudeau, Benson and the people they represent.

Inflation is not an accident, it is a natural outcome of the kind of economy we have. The only solution to end inflation will come when working people and their allies gain complete control over all the wealth produced and found in this country.

After the delegates voted that they flatly opposed any kind of incomes policy they called for price review boards to conduct public hearings and to decide whether price changes are justified or not. If this was done much of the exploitation

of the working people of Canada would be exposed.

Trudeau is fond of complaining that labour demands are unacceptable to the public. What he forgets is that the vast majority of the public are ordinary working people fighting to get an even break.

Another variation of the government swan song is that inflation affects everyone, and we must all tighten our belts. The only thing Prime Minister Trudeau forgets to say is that the business and financial bosses have only to bring their forty-four inch belts down one notch. As far as labour is concerned, there are not many notches left to pull in when they have already been reduced to a thirty inch size.

The Prime Minister's statement that the poor and those who are on fixed incomes

the oppos mo

Donald MacDonald it the nail on the head when he stated that the Liberal government's six percent wage guideline policy is a move towards class legislation.

At a press conference last Thursday, MacDonald, president of the 1,650,000 member Canadian Labour Congress said that this kind of anti-labour policy could have a decisive effect on the people of Canada and that the CLC would not accept wage restraints.

The government has thrown the first punch but organized labour isn't about to lie down. Unions throughout Canada are coming out strongly against the six percent wage ceiling.

At a recent convention in Ottawa of the Ontario division of the Canadian Union of Public Employees, Toronto local 767, sought support for a one day nation-wide strike in the event of wage-restraint guideline legislation being referred back to committee. The 300 delegates agreed and voted to fight the federal government's six percent limit on wage increases with work stoppage if necessary.

This eagerness to fight back was repeated by Leonard Woodcock, president of the United Auto Workers. At a convention earlier this month in Port Elgin, Woodcock made it clear that the U.A.W. would not accept any six percent limit on Canadian contract negotiations.

The Windsor local of the U.A.W. has taken direct action to challenge the Liberal government wage restraint threats. This 10,000 man local has pledged one dollar per man to support the posties.

Many other unions have come forward to promise support for the postal workers. The reason is obvious. The government is using the civil service as a sacrifice to the great god inflation and the postal employees are to be the first victims.

For business to regain their inflated profit margins, labour's gains must be cut back. But business isn't willing to lose money due to long strikes.

However business's willing handmaiden, the government, is quite willing to let our postal services and other public

services go to pot just to keep demands. The airlines evidence for this kind of

It is for this reason the Canadian Brotherhood of Workers said, "The government and the en

Locally the K-W an that it would ignore the a meeting on June 9th the Canadian Brother General Workers, said ready "on very short needed if the six percent

He too referred to to fight and said, "What a great deal to everyone

To see what Mr. Gin see what has been go more than half a year, six percent restraint workers earning only Prince Albert and Es legislation were forced six percent raise.

Now, Premier Ross frequently refers to the hospital workers se fair that all labour acc case when the electric Saskatchewan. This is and justice.

But, right across Can roll over and play de affiliates can see throu they have come out flat

This time it looks Trudeau and colleague than they can chew.

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are being "screwed" by the inflation, partly caused by union Wage demands is utter nonsense.

It is the government that regulates the amount of money that people such as pensioners get. It is government through their present anti-labour legislation who make it difficult for the poor and unorganized to become unionized. Trudeau is blaming union men for the inequalities his government is responsible for.

This policy of impoverishing Canadians is being continued. On the 10th of June Liberal M.P.'s on the Commons labour committee voted down an N.D.P. amendment to raise the federal wage standard to \$2 per hour. Instead Trudeau's men voted to raise the present 1.25 level to \$1.65.

The recent C.L.C. convention shattered another myth of the Trudeau-Benson

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st to break the back of workers' strike last year provided plenty of government skullduggery. that William Smith, President of the of Rail, Transport and General guideline battle is between the tire labour movement."

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Thatcher, the cowboy Mussolini, is settlement and argues that since ttled for this amount, then it is only ept an equal amount. This was the ians contract came due recently in the government thinking on fairness

Canada organized labour isn't about to ad. The CLC and most of its 117 gh the government's hypocrisy and ly rejecting any wage restraints.

like our millionaire Prime Minister and friends have bitten off more

inflation fairy tale. Answering the question of whether the present anti-inflation, high unemployment and wage guideline policy of the government would stop inflation in Canada, the brief adopted by the delegates in Winnipeg stated that inflation was mainly caused by the massive buildup of American military commitments in Vietnam and by the inept policies adopted in Canada and more importantly in the U.S. during the last half of the 1960's. The obvious result of our generous sale and give-a-ways of our natural resources and of our economy is that the source and thus the solution to the problem lies, for the most part outside of our borders.

Further, it is the individual corporate bosses that set prices. The government then arranges the various fiscal and economic programs that will insure the best interest of the business and financial community as a whole. Labour and their representatives do not generally sit on the boards and commissions that make the decisions about what is produced, where it goes, or how much it will cost. Right now labour doesn't have the power.

The battle that is brewing over the six per cent ceiling on wages could be the beginning of that fight for power.

A PARABLE OF PIGS

There once was a pig farm that was operated by an old farmer, his son, and a hired man.

The farmyard was filled with hundreds of pigs of all sizes, and they all ate their swill from a huge trough. The big hogs ate faster than the little ones, but they had bigger bellies to fill, and when the swill was finally gone all the pigs were content. One day some of the biggest hogs jumped into the trough, and the swill spilled over the sides. Some of the little pigs did not get enough to eat, because they could not lap up all the spilled swill before it soaked into the ground. The farmers saw the swill overflowing and they were greatly upset.

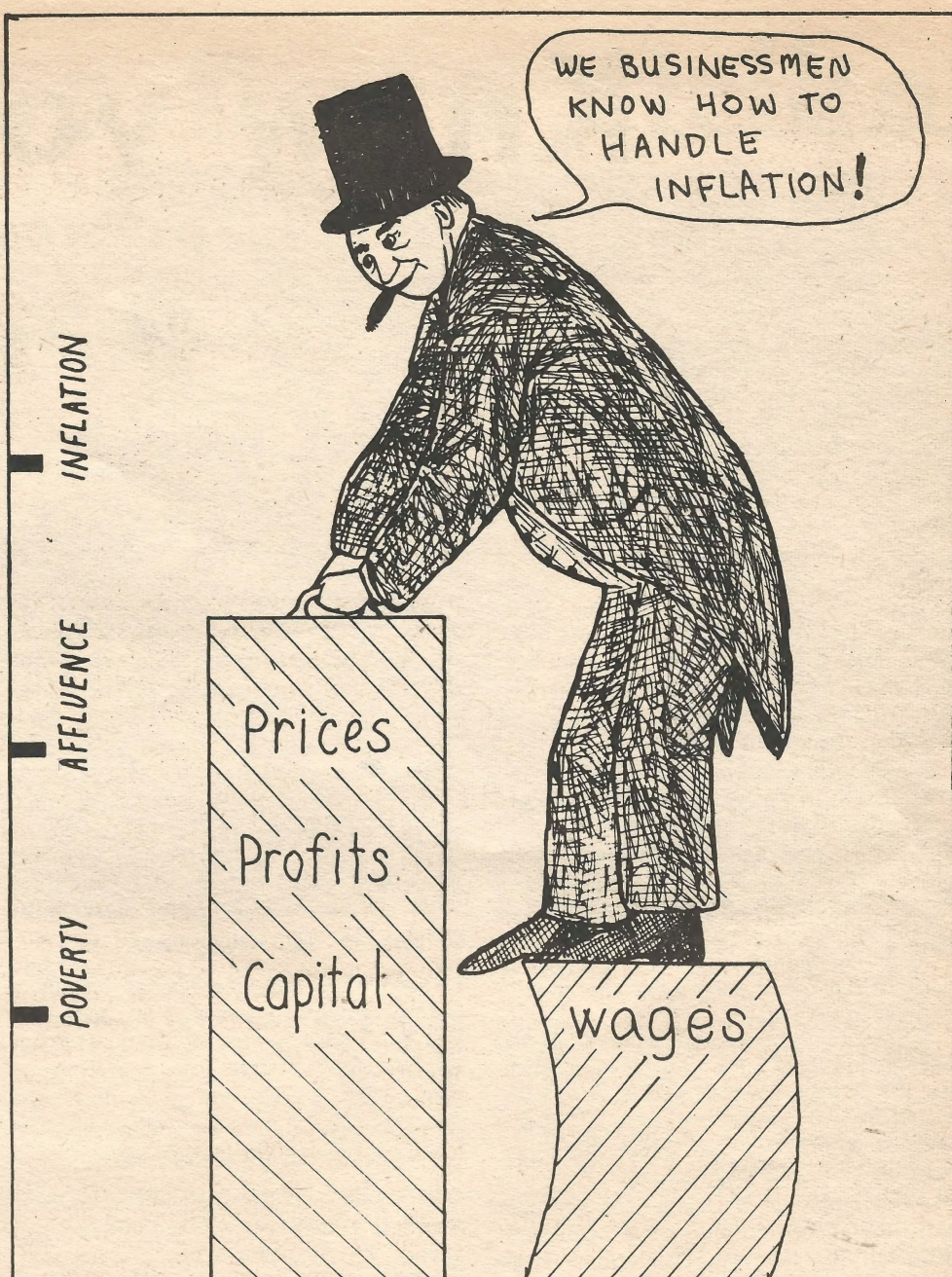
The old farmer had learned his agriculture at the old Classical School, and he knew that when swill overflowed a trough there was too much swill in the trough. He did not see the big hogs in the trough and he did not notice that some of the little pigs were hungry because he had been taught that hogs do not jump into troughs and that little pigs do not go hungry (unless they are just too lazy to eat).

The farmer's son had been educated in the new Keynesian School of agricultural theory, but he saw the problem much as his father did, for he too had learned that spilling swill means too much swill, and, like his father, he did not see the big hogs in the trough, for he too had been taught that hogs do not jump into troughs. But unlike his father, he knew that little pigs sometimes were forced to go hungry. (He was fond of joshing his father by reminding him of the notorious pig famines of the past and thus revealing the absurdity of the Classical "hungry pig-lazy pig" theory.)

But at first the son did not notice the hungry unless there is too little swill, when quite obviously the present problem was too much swill, i.e., spilling swill.

The son had recently reached manhood and had taken over management of the farm, and so the problem was his to solve. The next day he put less swill in the trough, and sure enough the overflowing stopped. Both father and son were delighted, and each was sure that the happy results supported his school of agricultural theory; however, they soon noticed that some of the little pigs were starving. The father argued rather weakly that these must be lazy little pigs, but the son wore a broad smile of anticipation, for he knew how to solve this problem too. Here, at last, was an opportunity to demonstrate to his father the superiority of the "new" agricultural theory. He patiently explained to his father that the starving little pigs were not lazy; they simply could not get enough swill. He poured more swill into the trough, and sure enough the little pigs stopped starving. The father was amazed and he became a convert to the "new" agriculture. (The father was somewhat senile by this time.) But soon they noticed that the trough was overflowing again, and when they took out enough to stop the overflowing some of the little pigs starved. They found nothing in either the Classical or the Keynesian theory to explain and solve the problem.

They worried about it constantly and came to call it the "spilled swill hungry pig dilemma". They became desperate and tried all sorts of ingenious procedures in an attempt to find a solution. They tried



pouring in the swill from either side of the trough and from both sides simultaneously, they poured swill in one end while the hired man scooped it out the other, and they even tried running up to one side of the trough and acting as if they were going to empty their buckets and then hurrying around and pouring them in the other side, but still the dilemma remained; and it appeared to be getting more severe, because more big hogs were jumping into the trough. (Of course neither father nor son noticed the big ones in the trough, because they both had learned that hogs do not jump into troughs.)

Finally desperation turned to resignation and they lost all hope of finding a solution. Instead they tried to find some balance, some acceptable compromise. They sought that combination of spilled swill and hungry pigs that would be preferable to all other combinations, but they could not agree. When the son was at the farm he instructed the hired man to pour in enough swill to keep all the pigs from starving, for if the "new" agricultural theory had taught him anything, it was that pig famines were unnecessary. But when the son had to be away and the father was in charge, he instructed the hired man to pour in less swill so that the trough would not overflow, for the father still suspected that hungry pigs were lazy pigs.

The simple hired man had never been to school and was completely innocent of agricultural theory. He had great respect for both father and son and was awed by their obvious learning, but sometimes he wondered quietly why they did not pull the big hogs out of the trough.

Know your rights

how to live when you're unemployed

With all the pie-in-the-sky promises and half truths we hear daily about inflation and Canada's economy, one fact remains perfectly clear—more and more people are becoming unemployed every day.

More wage earners are out of work this year than any other time within the last decade.

To the average man on the street, this means anything but a pleasant holiday from work. Rent must still be paid, families fed, and the bill collectors kept away. With the chance of finding another job also at an all time low, about the only choice left to the unemployed is welfare or unemployment insurance.

Many people have the mistaken belief that "going on the pogy" is beneath their pride. The type of system we live under makes insurance policies necessary... and that's exactly what unemployment insurance is, an insurance policy to protect people when they are unemployed.

Benefit cheques are an unemployed persons right, not something he should hesitate to ask for.

Those much-cursed deductions from the pay cheque seem more of a blessing, when the pay cheque has disappeared along with a job. Weekly contributions to a Canada wide unemployment insurance pool are made by almost all wage earners.

Your employer is required to pay one half the contribution, while you are deducted for the rest. Deductions range from about fifty cents for under fifty dollars a week earnings to one dollar and forty cents for over one hundred dollars a week.

It is important to file a claim for unemployment benefits as soon as possible after leaving your job. (The Unemployment Insurance Commission office for this area is at 279 Weber St. N. in Waterloo).

To collect benefits, you must have paid thirty or more contributions within the last two years since the date the claim was filed, (not since the date you became unemployed). As well, eight of these contributions must be within the last year.

The unemployment insurance commission is supposed to have records of all your contributions. However even if you feel you are eligible for benefit after a two or three week wait, you may be told you are ineligible because you don't have enough contributions.

Since incomplete Unemployment Insurance Commission files often cause this, it speeds things up to save any records of your contributions, or ask your past employers for a copy. If these are given to the office when you file your claim there is less chance of a long delay.

If you are applying for your second or more claim in the last two years, you must have 24 contributions within the last year, or since the starting date of your last claim, (whichever period is longer).

A wait of up to six weeks may happen if you were fired from, or 'quit without just cause' your last job. This is decided by a

U.I.C. officer

You may be ineligible for benefits if at the time of your claim you are not "capable, available and willing to work". If you are ill or are a woman in the weeks before or after birth of a child you are disqualified.

If you find you do not have the required 30 and 8 contribution weeks but have worked more than thirty weeks in two years and eight in the last year, you may still qualify. If any of these jobs were non-unemployment insurance paying jobs, you may get an extension, of the time period. For example you may have made twenty-five contributions in two years, but worked from January 4, 1969 to March 10, 1969 at a non insured job. If you have paid any contributions during those same weeks

in 1968, they may be counted to make up the necessary total.

Size of cheque

Benefits are calculated from the average earnings of the last thirty weeks you worked.

Applicants with any dependants will receive approximately half of their average earnings per week, while single person benefits are about 2/5 of the average earnings.

Maximum payment to a single person is forty-two dollars a week and fifty-three dollars for a person with dependants (not much to raise a family on). You may also make up to half your benefit cheque from other means such as part time jobs, without lowering your payment.

Even when receiving the top rate from unemployment insurance, you may find you don't have enough to live on. If this is the case, don't hesitate to go to welfare for help. This is just one more fund the working man, has supported all his life, and has every right to use when he needs

If your claim for unemployment insurance is turned down, and you feel you qualify, by all means appeal the decision. Your case will be reviewed along with any new evidence you can provide to strengthen it.

If all this fails, as was pointed out above, don't hesitate to go on welfare. It is your right and has no qualifications other than need.

Welfare

The following is a brief guide for anyone who is applying for welfare for the first time. We, who are writing this, are a small group of people who are on welfare, some in Kitchener and some in Waterloo; We are interested in talking to other people on welfare about our shared problems. But more important we feel that the present welfare system is dehumanizing and completely inadequate for even the daily necessities of life and we want to try to change that system.

We, the people living on welfare are the only people capable of understanding our needs. Only we can do anything about meeting our needs because the politicians will ignore us as long as we can put no pressure on them. The welfare officials will continue to make us feel like useless beings until we begin to make them eat their petty insults and demand a fair deal.

We cannot fight alone because that breeds only frustration. If some of our comments about the local welfare offices seem overly cynical or sarcastic we ask you to realize that our cynicism comes out of our frustration and our sarcasm is a means of maintaining our sanity in an insane system.

We hope that this guide will make it easier on some people applying for welfare.

Who can apply

You don't have to be flat broke to be entitled to Social Assistance. In fact, if you are flat broke you will find it tough going on welfare payments.



To be eligible for assistance you must be either:

- a person who has no visual means of support (no money or income) and minimal material assets (i.e. cars and property of only a certain value are allowed).
- a person who is unable to work because of physical or mental handicap.

Before going to the welfare office you must have an address. If you are just arriving in town and can't get a room, give us a call before you go to apply for welfare.

You must satisfy the welfare official that you are actively seeking employment so it is best to register at the manpower centre on Duke Street before going for welfare. If you are not employable you will have to get that certified but wait until they send you to a doctor.

How to apply

You are now ready to apply in person at the welfare office. In Waterloo the office is in the lower mall at the square. In Kitchener it's in the basement of the City Hall.

Explain to the secretary or attendant at the main desk that you wish to apply for assistance. If you are fortunate enough to be applying in Waterloo you will be dealt with efficiently with little unnecessary waiting or crude harassment.

The Waterloo office, though less degrading than in most municipalities, follows the welfare act which provides less than enough assistance for basic needs.

If you are applying in Kitchener, you will be referred to the waiting room where you will normally wait from one to three hours before being called for an interview. During your interview you may be abused by a petty official who looks at you with his middle class values and who has obviously never applied for welfare.

The next step in the process of application is getting a form filled out by Manpower and one filled out by the Unemployment Insurance office. If you intend to get all this done in one day it is best to start early in the morning.

With all the forms complete, in Waterloo you may be asked if you need money the day you apply and if so a cheque or voucher will be made out. The Kitchener office will try to make you feel as low and unpleasant as they can. They are required to give assistance on demand so if you need food urgently, insist on a food voucher. In Kitchener your actual application is not filled out until the day after you apply when a social worker will visit you at home.

In Kitchener you can expect to be hassled at some point about being lazy, enjoying living on welfare, your cost to the city (although they pay only 20% of the cheque) and many other standard bureaucratic attacks intended to undermine your self-respect.

The aim of these attacks is to place the blame for economic chaos and recession on the individual who is unable to find a good paying job, rather than the people who cause and benefit from the existing inequalities.

To let their caustic remarks hit home or to accept welfare on the grounds that you are inferior to anyone (including the bureaucrats with their holier-than-thou attitude) is to accept defeat and mental degradation as a way of life. Its lousy and unnecessary.

The alternative is to ignore the petty remarks and harassment of the bureaucrats and learn to play the game. The amount and kind of assistance you get will depend not so much on what your needs are but what the social worker thinks they are. He will decide on the basis of what you tell him, but he will put his own interpretation on what you say.

In other words it's a game rigged against you. The social worker knows the rules before he sits down across from you. You don't know. Everything you say goes into some mental pigeon hole he has. Unless you know the system you won't know when you are scoring and when you are putting your foot in your mouth. So get some information about your rights. If possible talk to us before you talk to them.

Welfare policy is quite deliberately designed to be impossible to live on. Anyone who goes on month after month getting by on it is giving his game away. You've got to be screaming all the time for extras if you are for real. Or else you've got to have some work part of the time or getting a bit off on the side. One thing or another. They know this. So you have to choose the role you will play: Beggar, hustler, or chiseler. Playing the game will only get you through with your sanity but it will not improve the welfare system. Change will only come when welfare people begin to fight for it.

However, as an individual you have little power to oppose the arbitrary decisions of the welfare bureaucrats and are better off to play their game. But with a united front with other people who are living on welfare you can stand and fight with dignity.

They are doing it in other areas and we can begin to fight here too. Do you have complaints about the welfare system, want to know what your rights are, have some ideas about starting to fight back or would just like to help in some way? If so, give us a call at 578-7988.

Thru sleet & snow & PM Trudeau...

If the \$3,000,000 loss in postage stamp sales doesn't convince the Canadian government that the postal workers mean business, perhaps their readiness to continue the strike into the fall will.

On May 27, the Canadian Postal Union Council began a series of rotating strikes which have since affected most areas of Canada for at least a 24 hour period.

The 27,000 member union feels that the rotating system of walkouts is presently more desirable than a cross-Canada strike as a tactic to pressure the government into accepting their demands.

The present government offer, (which has not changed since negotiations began nine months ago) is for a 41 cent pay increase over two and a half years. This is less than a five percent increase per year, and combined with the fringe benefit offer comes out at just under six percent.

The Letter Carriers Union of Canada and the Canadian Union of Postal Workers, the two unions in the Postal Union Council, are asking for a 60 cent pay increase over two years.

The length of the contract is also very important as far as negotiations are concerned. The union is demanding a 30 cent pay increase retroactive to October 1st 1969. The government is offering a lump sum settlement of \$275 for each employee to cover the part of the contract from last October to June 1st. This lump sum represents only 19 cents an hour.

The union feels this is especially unfair since it doesn't take into account the men who have worked overtime. The offer has been flatly refused.

The other major demand of the union is job security. They are asking for a clause in the contract guaranteeing that workers will not

be displaced by automation.

Postmaster General Eric Kierans has said this is unnecessary because more workers will be required to cope with Post Office expansion.

The reaction of postal workers to Kierans explanation is "If there is no danger of us losing our jobs, why won't they put it in the contract?"

The latest government compromise was 90 days notice for jobs being affected by technological change.

Postal workers are particularly worried about job security because of the present governments habit of starting austerity programs by cutting down on the number of civil servants.

Jack Schmidt, a local union official explained that the demands of the postmen are in no way out of line with their needs.

"Although the postal clerks have an average hourly rate of \$3.14 per hour," he explained, "they take home less than \$90 weekly after deductions, while carriers get less than \$80. A six and a half percent pension deduction, Ontario Hospitalization deduction and a life insurance deduction all cut sharply into the gross pay figure".

Payment of the six and a half percent pension deduction is not negotiable in a union contract since it was set up by the Public Service Relations Act and can only be changed by an act of Parliament.

The wage demands of the postmen of 30 cents a year for two years are a nine percent per year pay increase. According to figures from the Canadian Department of Labour, the average wage increase in 1969 for all industries with over 200 employees was nine and a half percent and for non-manufacturing industry ten percent. The same source shows a nine percent wage increase in

contract settlements for the first three months of 1970 (companies with over 500 employees, not including any of the generally higher settlements made in the construction industry).

William Walsh, the union negotiator on the conciliation board, stated "It is unrealistic to expect Postal employees to accept less favourable wage settlements than other employees".

The postal workers have an especially hard battle to fight, since the government (their employer) has imposed the six percent wage increase guidelines. However, they are not struggling primarily against the guidelines; they are struggling for a fair deal.

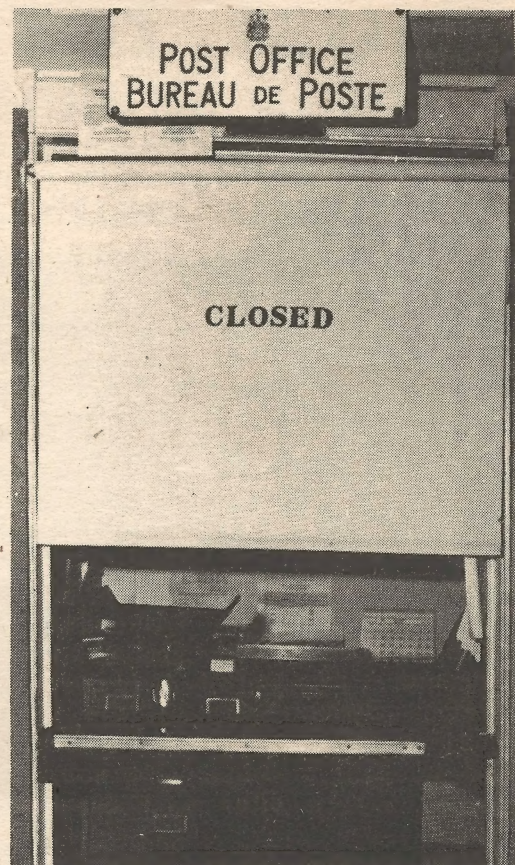
In that struggle the postmen have chosen to use rotating strikes as a tactic rather than engage in a nation wide strike. The rotating strikes are placing a great deal of pressure on government to loosen their hold on their offer to the postmen.

The one or two day strike which can hit anywhere keeps businesses from using the postal service for fear that their mail will be tied up. They are subsequently using the more expensive courier services and the post office is losing revenue.

Backlogs in post offices caused by the one day strike create confusion and the whole process becomes less efficient which again adds to the costs of the post office. Postmaster General Eric Kierans announced a drop in postage sales alone of \$3,000,000 during the month of May.

Locally, Schmidt explained that the postmen are not trying to make it difficult for people and are particularly concerned that old age pensions and baby bonus cheques do not get held up.

The postmen are receiving widespread support in their struggle from other unions. Both the Postal Workers and the Letter Carriers Unions lack any form of strike fund.



They have received donations of approximately \$10,000 from the 10,000 member local of the United Auto Workers in Windsor and \$35,000 from the 35,000 member Canadian Brotherhood of Railway, Transport, and General Workers.

William Smith, president of the CBRT stated "The guideline battle is between the government and the entire labour movement." The Quebec-based Confederation of National Trade Unions, the Canadian Union of Public Employees and the Brotherhood of Railway and Airline Clerks have all given this support.

The Canadian Labour Congress with a membership of 1,650,000 has launched a national appeal among its 117 affiliates to provide financial assistance to the postal unions.

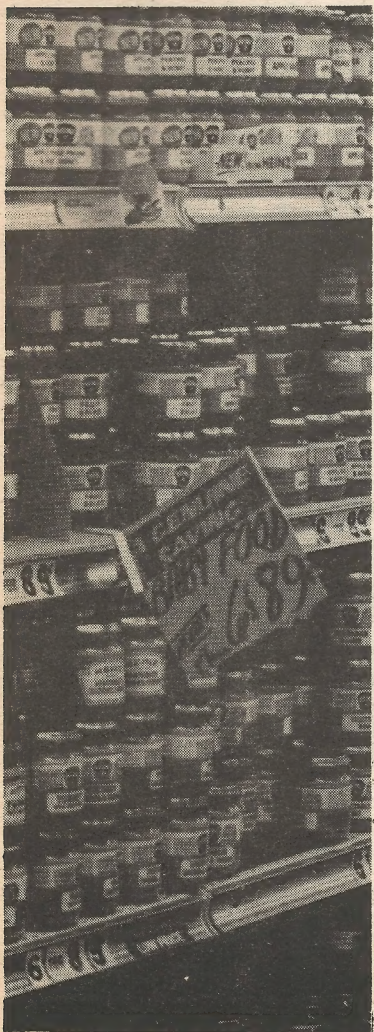
CLC president Donald MacDonald said the Congress regarded the government's wage constraint actions as a direct threat to collective bargaining.

"When one of the parties to negotiation can unilaterally decide on a maximum, the whole process of collective bargaining is placed in jeopardy."

The six percent wage guideline the government is hiding behind in this dispute is another attempt to saddle the working man with the burden of correcting inflation-causing mistakes of economic policy and planning. It is government and business who make economic policy and it is their planning or lack of such that have caused the present situation.

The false and arbitrary six percent wage ceiling must be fought by not only postal workers, but all labour.

Are we having hamburger again?



One thing that no one today can escape is ever increasing food costs. Groceries manage to "eat up" the major part of most family's incomes with the result that many people have to sacrifice nutrition for economy.

The major reason for this can be traced to the control of the food industry by large chains of stores. Since different supermarkets co-operate rather than compete in setting the retail prices of goods, they are able to mark up prices to a surprising degree.

For example, a side or quarter of beef costs about 69 cents a pound when bought from a butcher - cut and wrapped for the freezer. This means a whole beef, about 900 pounds of meat, costs \$630. At the supermarket, this same meat costs about \$790 - 25 percent more.

You are actually paying the store about 18 cents per pound to sell to you.

The mark-up on canned and packaged goods ranges from 15-35 percent.

One alternative to this situation is for consumers to organize their own merchandising outlets.

This is being done in many Canadian cities. Consumer

cooperatives, as this type of organization is called, eliminates mark-up on any goods by buying merchandise wholesale for their members.

One of the most successful cooperatives is the Cooperative Supplies Depot of Ottawa Ltd.

Started in 1961 with seven members it has grown to seven hundred, with new members joining at the rate of twenty every week. To its members this co-op provides a saving of 15-20 percent overall. The reason for this is that the co-op is owned and operated by its members for themselves.

In the Ottawa co-op all promotional costs such as trading stamps and similar gimmicks are eliminated. Management costs are reduced through the work of volunteers. Food is bought solely for members and according to their needs. A consumer education program is carried on for the benefit and protection of members.

The structure of these consumer cooperatives is simple.

For example, the members of the co-op operating out of the basement of St. Philips Anglican Church in Toronto but into the co-op by paying \$10 for two shares and \$5 quarterly until \$50

in shares has been purchased. These shares are refundable in full if the member leaves the co-op. The payments provide working capital for equipment and initial food purchases. Operating costs are shared equally by all members through a weekly service charge.

Members make all the decisions about the store on a one family-one vote basis. While it sometimes happens that volunteers neglect their duties most of the members take their work seriously and at the same time enjoy themselves both working and shopping.

Hopefully Kitchener-Waterloo residents will soon be able to enjoy the benefits of their own food cooperative.

Several local residents have become so dissatisfied with present food prices that they have decided to do something about it. By talking to other residents of the area they hope to determine a structure for a food co-op which would fulfill the needs of the people in this area.

If you are interested in seeing a food co-op established in Kitchener-Waterloo please phone Mrs. Bernadine Aird or Brenda Wilson (742-3883).



Day care : a must for working mothers

"Canada is 25 years behind the times in its failure to make day care available. This exists in spite of the reality that 60 percent of the married women in Canada's labour force have children under 16 years of age."

-- from a brief presented to the Royal Commission on the Status of Women.

This statement is as true for the Kitchener-Waterloo area as anywhere else in Canada.

In a brief prepared for the Social Planning Council of Kitchener-Waterloo, professor Paul Vrooman and Dr. Donald Morgenson of Waterloo Lutheran University stated that there are approximately 7,522 children in the Kitchener-Waterloo area between the ages of two and a half and four. Perhaps more important is the fact that 2,128 of them have working mothers. Based on enrollment figures as of January 1969, only 112 of the 2,128 children receive care at day care centres.

Why so few?

One of the reasons there are so few working mothers using the centers is that few of the centers are really suitable due to location, cost, or type of program.

As of January 1969, none of the day care centers in either Kitchener or Waterloo had a full time program. The situation has not changed much in the past year but a couple of the centers, for example the Emmanuel Church Weekday Nursery School, do now offer an all day program.

Another reason for the limited

use made of day care centers is the cost of such facilities. All licensed day care centers in the area cost \$60 or more a month. It isn't always possible for families to meet this cost. According to Ontario Department of Labour statistics, in the average family where the mother works the father's income is approximately \$1,000 lower than in families where the mother does not work.

The situation is even more difficult for single parent families. According to the 1966 Canadian census there were 555 women heading households of up to 5 persons in Kitchener.

At present the municipalities of Kitchener and Waterloo through the welfare offices subsidize day care for only 14 children of single parent families who show economic need.

Thus of 555 in Kitchener and probably almost as many in Waterloo, half of whom could possibly qualify for assistance, only 14 are receiving it.

Phil Johnson of the Waterloo Welfare Department stated that only 10 families have applied for such assistance; of these 8 received it. He was surprised that more people did not avail themselves of the subsidy, but felt

it could possibly be because many do not know that this type of assistance is available.

The assistance is limited to single parent families and is granted on the basis of a fairly generous means test. Application can be made either directly at the appropriate city welfare office or through the day nursery that is presently being used or at which the child is to be enrolled.

It has become evident that women work primarily for economic reasons, with their salaries often providing items necessary for the maintenance of the family.

Some sort of care is needed for the children of these families. All such care other than that by relatives is comparatively expensive, day care centers in this area charging \$60 or more a month and private baby sitters usually around \$15-20 a week. Often \$60 a month is more than a family can afford, especially when such care is needed for more than one child. What is really needed is some form of low cost day care.

Low cost care

There are several possible ways of supplying day care at a lower cost. One would be to set up a cooperative day care center, located close to the home and organized with neighbours, or located close to the place of work, organized with co-workers.

One way of organizing such a center would be to hire a mother who either doesn't work or would prefer not to because of very young children. She could be a permanent staff member giving continuity to the program. Other parents who are working part time or are doing shift work could volunteer time.

There is a cooperative baby care center (for children under two and a half) now in operation in the campus center at the University of Waterloo. The center serves students and staff at the university. There is one hired staff member who works through the week. Parents who are able come in about a half day a week. Those who work all day come in during lunch hours or after work to help with cleaning and general upkeep.

The equipment was collected



2,128 Kitchener-Waterloo children between two and a half and four years old have working mothers. Only 112 attend day care centers.

primarily through donation. Anyone interested in seeing the center in operation is welcome to come and visit any weekday from 8:30 till 6:00.

Company care

Another possible solution to lack of day care facilities would be to put the burden of supplying day care onto the company which employs a number of women.

Availability of day care at the place of work could be included as part of contract demands. This would enable mothers to spend lunch hours and breaks with their children. Perhaps it would also be possible to negotiate a couple of hours off a week (with pay) to be spent helping take care of the children.

The third possible method is

putting pressure on the municipal governments to provide day care with fees related to income.

Included in the Day Nurseries Act legislation is a provision stating that "Municipalities wishing to establish day nurseries may receive an 80 percent provincial grant towards their operation".

Thus, should the municipality set up day care centers, the province would pay a large part of expenses.

Such day care centers could be operated on a cooperative basis with parents controlling decision making regarding the type of care their children would receive. The centers could also be included as part of high rise apartment complexes or urban housing projects.



Over 20 children attend the low cost cooperative baby care center now in operation at the University of Waterloo.

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